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21 July 1983

MEMORANDUM FOR: D/PERS

FROM:

C/HRPS

SUBJECT: DDO Age Group Distribution

I. On 13 July 1983, you requested that I model the changes in DDO age groups based upon the most likely increase in authorized manpower for FY 1984. The result of this effort pictures an employment population that is growing increasingly older. This is presented graphically in Attachment A.

II. Because of your familiarity with the age model, I have not attempted to provide a detailed explanation of the model, copied in Attachment B. Several comments might help to interpret this model, however, including:

a. Age categories are in five year increments with "1" equal to 20 and under, and "10" equal to 60 and over.

b. The totals for the DDO age categories include only "GS" employees.

c. The model assumed only the projected FY 1984 manpower increase, assuming a "0" increase for future years.

d. The model reflects historical DDO manpower policies.

e. The 30 year projection (FY 2013) was done merely to verify that the DDO population was still getting older over an extended time period.

f. The percentage entries reflect changes in the category numbers from today's totals.

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III. In summary, it would appear that if the DDO does not change its historical manpower policies for replacing losses, the Directorate average age will shift from 40/45 to 45/50. The worrisome factor is not the average age, which depends upon a desired age, but that it continues to grow steadily for as long as the model is run. Let me know if you would like the attached model changed or amplified.



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Attachments: A - As Stated
B - As Stated
C - FY 1984 D/PERS Breakdown of DDO

Distribution:

Original & 1 - Addressee
1 - Chrono
1 - DDO Projects
1 - FY84 Budget File
1 - Stayback

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